

**WILX TV**  
**EEO FILE REPORT**  
**June 1, 2021 – May 31, 2022**

*(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)*

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Technical Media Producer	1-38	14
Technical Media Producer	1-38	7
Technical Media Producer	1-38	37
Digital News Producer	1-38	7
Assignment Editor/Content Manager	1-38	7
News Producer	1-38	38
News Producer	1-38	7
News Producer	1-38	5
News Producer	1-38	7
News Producer	1-38	16
News Producer	1-38	37
News Producer	1-38	38
News Producer	1-38	38
News Producer	1-38	7
News Producer	1-38	7
News Producer	1-38	38
MMJ	1-38	37
MMJ	1-38	7
MMJ	1-38	21
MMJ	1-38	37
MMJ	1-38	5
Editor/Photographer	1-38	7
Editor/Photographer	1-38	37
Editor/Photographer	1-38	37
Editor/Photographer	1-38	5
Editor/Photographer	1-38	38
IT Engineer	1-38	39
IT Engineer	1-38	37
Anchor – Mornings	1-38	7
Anchor/MMJ	1-38	37
Account Executive	1-39	7
Account Executive	1-39	23

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
<b>1</b>	Albion College - Department of Economics and Management W. C. Dyer Albion College Albion, MI 49224 517-629-0238 Gerstacker@albion.edu	N	
<b>2</b>	Capital Area Michigan Works Talent Bank Teri Sand 2110 S. Cedar St. Lansing, MI 48910 517-492-5599 tsand@camw.net	Y	7
<b>3</b>	Career and Student Employment Western Michigan University 269-387-2745 Lynn C. Kelly Albertson www.broncojobs.wmich.edu	N	
<b>4</b>	Career Quest Sharri Artale 3215 S. Pennsylvania Lansing, MI 48910 517-853-7241 sartale@cqlc.edu	Y	
<b>5</b>	Central Michigan Univ/Broadcast Peter Orlik 344 Moore Hall Mount Pleasant, MI 48859 989-774-3851 orlik1pb@smich.edu	N	11

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<b>6</b>	Chicago State Univ/Communications Gayle Evans 9501 South King Drive 318 Education Building Chicago, IL 60628 773-995-2000 gevans@csu.edu	N	
<b>7</b>	Employee Referrals	N	22
<b>8</b>	ITT Technical Institute Grand Rapids Jennifer Hance 4020 Sparks Drive S.E. Grand Rapids, MI 49546 800-632-4676 jhance@itt-tech.edu	N	
<b>9</b>	Kellogg Community College Laura DePompolo 450 North Avenue Student Employment Services Battle Creek, MI 49017 269-965-3931 jobhelp@kellogg.edu	N	
<b>10</b>	Lansing Community College Alandis Baker PO BOX 40010 Lansing, MI 48917 517-483-1172 cesjoblink@lcc.edu	N	
<b>11</b>	University of Northwestern Mary Coffman 301-229-2168 m-coffman@northwestern.edu	N	
<b>12</b>	Lawrence Technological University Jody Gabor jgabor@ltu.edu	N	
<b>13</b>	Media Line <a href="mailto:mark@medialone.com">mark@medialone.com</a> (News Jobs)	N	

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<b>14</b>	MAB- Includes Job Fairs 819 N. Washington Lansing, MI 48906 800-968-7622 mab@michmab.com	Y	10
<b>15</b>	Michigan State University Telecommunications Job Notices N370 N. Business Complex East Lansing, MI 48824 517-355-4451 steinfie@msu.edu	N	5
<b>16</b>	Michigan State University College of Communication and Art/Science Karin Hanson 287 Comm. Arts Building East Lansing, MI 48824 517-355-6500 hanson39@msu.edu	N	9
<b>17</b>	Michigan Works Saginaw County Dennis Brieske 1600 N. Michigan Room 400 102 W. Belle St. Charles, MI 48655 989-865-2477 smb@michiganworks.comn	N	
<b>18</b>	Michigan Works Clinton County Douglas Stites 101 W. Cass St. Suite A 2 <sup>nd</sup> Floor, PO BOX 145 St. Johns, MI 48879 989-224-2000 tsand@camw.net	Y	
<b>19</b>	NAACP Job Placement 408 E 8 <sup>th</sup> Street Wilmington, DE 19801 302-655-0998 britsmile@aol.com	N	

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<b>20</b>	NAACP-Port Huron Branch Juanita Taylor PO Box 610486 Port Huron, MI 48060 810-987-2446 phnaacp@aol.com	N	
<b>21</b>	National Association of Black Journalists (NABJ) <a href="mailto:nabob@abs.net">nabob@abs.net</a>	N	4
<b>22</b>	NATIONAL ASSOC OF HISPANIC JOURNALISTS LETICIA SALAZAR 529 14TH ST NW 1193 NATIONAL PRESS BLD Washington, DC 20045 202-662-7145 jobbank@nahj.org	N	
<b>23</b>	NON Employee Referral	N	2
<b>24</b>	Spring Arbor University Damon Seacott Master of Arts Communication 106 E. Main Spring Arbor, MI 49283 517-750-1200 dseacott@arbor.edu	N	
<b>25</b>	Spring Arbor University Kristy Taylor 106 E. Main Street Spring Arbor, MI 49283 517-750-6347 ktaylor@arbor.edu	N	
<b>26</b>	Spring Arbor University - WSAE Michelle Dawson 106 E. Main St. Spring Arbor, MI 49283 517.750.9723 michelle@arbor.edu	N	

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<b>27</b>	TV Jobs Mark Holloway PO BOX 4116 Oceanside, CA 92502 800-384-0119 jobs@tvjobs.com	N	5
<b>28</b>	UNIVERSITY OF MICHIGAN /FILM & VIDEO STUDIES JOB NOTICES 105 S STATE ST Ann Arbor, MI 48109 734-764-0147 sakirby@umich.edu	N	
<b>29</b>	University of Phoenix-West Michigan Campus 3100 West Rd. East Lansing, MI 48823 517-333-5133 <a href="mailto:Jennifer.m.brewer@phoenix.edu">Jennifer.m.brewer@phoenix.edu</a>	N	
<b>30</b>	WALTER CRONKITE SCH OF JOURNALISM KAREN SHANNON ARIZONA STATE UNIV Tempe, AZ 85287 480-965-9011 <a href="mailto:karen.Shannon@asu.edu">karen.Shannon@asu.edu</a>	N	
<b>31</b>	Washtenaw Community College Employment Services David Wildfong 4800 East Huron River Drive Student Center Building, RM 287 Ann Arbor, MI 48106 734-677-5155 <a href="mailto:dwildfong@wccnet.edu">dwildfong@wccnet.edu</a>	N	
<b>32</b>	Washtenaw Community College –Orchard Radio Dave Waskin 4800 East Huron River Dr. P.O. Box D-1 Ann Arbor, MI 48106 (734) 677-5405 <a href="mailto:dwaskin@wccnet.edu">dwaskin@wccnet.edu</a>	N	

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<b>33</b>	Weber State university Communications Job Listings 1605 University Circle Ogden, UT 88408 801-626-6426 tsanders@weber.edu	N	
<b>34</b>	WILX Bulletin Board	N	
<b>35</b>	WILX website (www.wilx.com)	N	
<b>36</b>	WILX On-Air Announcements	N	
<b>37</b>	Gray Television Career Site	N	27
<b>38</b>	INDEED.com	N	21
<b>39</b>	LinkedIn	N	5
<b>40</b>	Handshake	N	5
		Total Interviews:	133

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participation in job fairs (2)	<p>During this reporting year, our station participated in the following job fairs.</p> <p>On February 24, 2022 our News Director participated in the Michigan State University virtual career fair. He spoke with students regarding careers in broadcast journalism.</p> <p>On March 25, 2022, our Operations Manager and our News Director participated in the MAB virtual career fair and digital networking outreach event. They spoke with candidates interested in broadcast careers.</p>



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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
2	Participate in events relating to career opportunities in broadcasting sponsored by educational institutions. (5)	<p>On November 1, 2021, our News Director spoke to journalism students at Michigan State University. He spoke about careers in the television news industry.</p> <p>On November 5, 2021, our News Director had a Michigan State University journalism student job shadow, watch live newscast, and participate in editorial meetings.</p> <p>On December 1, 2021, our Executive Producer participated in a virtual seminar focused on broadcast journalism held by Clinton County RESA Digital Media CTE Program. He spoke regarding broadcast industry standards and practice, equipment, and curriculum advice.</p> <p>On January 27, 2022, one of our MMJs spoke with a journalism class at High Point University on careers in journalism. He spoke to aspiring reporters/MMJs about news careers, career development, as well as putting a demo reel together.</p> <p>On April 27, 2022, our National Sales Manager spoke with the senior class at Williamston High School. She discussed careers in broadcast sales. She also held mock interviews.</p>
3	List every upper level job opening in media trade group whose members include substantial participation of women and minorities.	WILX sends job postings to a wide variety of sources that specifically target minority and women applicants. WILX uses these sources for all upper level job openings.

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	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4	EEO Training to Management Level Personnel (1)	On February 17, 2022 WILX Office Manager participated in The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.
5	Participate in events sponsored by community groups interested in broadcast employment. (3)	<p>On February 13, 2022, our evening anchor spoke at the People's Church in East Lansing regarding a career in broadcasting and held a Q&amp;A session afterward.</p> <p>On March 24, 2022, our evening anchor spoke to the Kiwanis Club regarding a career in broadcasting and held a Q&amp;A session afterward.</p> <p>On April 5, 2022, our evening anchor spoke to the Women's Club of Jackson regarding a career in broadcasting and held a Q&amp;A session afterward.</p>